



STATE OF MICHIGAN

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ERGONOMICS IN GENERAL INDUSTRY

GENERAL PROVISIONS

Section A

Scope and application.

- (1) These rules apply to all general industries covered by 154 PA of 1974, as amended, being §408.1001 et seq., of the Michigan Compiled Laws.
- (2) These rules do not apply to any of the following:
 - (a) Construction.
 - (b) Agriculture.
 - (c) Mining.
 - (d) Domestic employment.

Section B

Definitions.

- (1) "Ergonomic hazards" means conditions where intervention may be necessary to prevent injury. Such conditions can be identified by an assessment of occupational risk factors and reports of signs and symptoms. Conditions may include, but are not limited to, improper work methods, improper tools, excessive tool vibration, and job design problems that include aspects of work flow, line speed, posture and force required, work/rest regimens, and repetition rate.
- (2) "Ergonomics" means the practice of designing or modifying jobs, workplaces, equipment, work methods, and tools to match the capabilities of the ~~working population~~ **worker**.
- (3) "Occupational risk factors" means characteristics of a work situation that may contribute to the risk of an injury or illness. These risk factors may be characteristics of the workplace, tasks, or individual work practices. Examples include, but are not limited to, repetitiveness of activity, force required, or awkwardness of posture.



Michigan OSHA Draft #9
August 24, 2005
ERGONOMICS IN GENERAL INDUSTRY
Page 2 of 2

Section C

Training.

(1) All general industry employees shall be given ergonomic awareness training that covers all of the following:

- (a) Ergonomic occupational risk factors.
 - (b) Signs/symptoms that indicate an ergonomic hazard may be present.
 - (c) ~~How to report~~ **Process for reporting** that an ergonomic hazard may be present.
 - (d) Exposure assessment and risk reduction process.
- (2) Records to document training shall be kept.
- (3) An employer may accept previous training through documentation for (1)(a) and (b).

See appendix for assistance.

Section D

Exposure Assessment and Risk Reduction.

(1) An employer shall establish and utilize an effective ergonomic occupational risk factor assessment process that includes both of the following:

- (a) Employee involvement.
- (b) Reduction or control of ergonomic hazards where economically and technically feasible.